



MINUTES of the **BOARD OF DIRECTORS** meeting held on **Thursday, January 8, 2026**, 1700 hours, VIA ZOOM and live streamed on YouTube.

RESENT:

Ian McLeod, Chair	Linda Staudt	Karen Riddell (ex-officio, non-voting)
Jamie Skutovich	Patti France	Dr. Wassim Saad (ex-officio, non-voting)
Laura Copat	Cynthia Bissonnette	
Paul Lachance	Genevieve Isshak	
David Malian	Anna Kirby	
Chris Lanoue	Wes Vickers	
Nadine Manroe-Wakerell		

STAFF:

Executive Committee

REGRETS:

Nila Das
Mary Dawson
Dr. Kristen Demarco (ex-officio, non-voting)
Dr. Larry Jacobs (ex-officio, non-voting)

1. CALL TO ORDER:

The meeting was called to order at 1700 hours with Mr. McLeod presiding as Chair and Ms. Sutherland recording the minutes.

2. DECLARATIONS OF CONFLICT OF INTEREST:

None declared.

3. PREVIOUS MINUTES:

The minutes of the December 4, 2025 Board meeting had been previously circulated.

MOVED by Ms. G. Isshak, **SECONDED** by Mr. P. Lachance and **CARRIED**
THAT the minutes of the December 4, 2025, Board of Directors meeting be approved.

4. REPORT FROM THE PRESIDENT & CEO / CNE / COS

Last week, we were pleased to announce our new incoming President and CEO, Ms. Kristin Kennedy who will be joining us on March 23rd. Ms. Kennedy is familiar with WRH as a previous Director of Critical Care (2017-2018) and Operations Manager for the Neurosciences program (2015-2017). A thorough transition plan has been developed and Ms. Kennedy will be meeting with frontline employees and professional staff in the near future.

Respiratory season update - both ESHC and WRH have been experiencing higher than usual volumes in our ERs and wait times are longer than normal for patients with non-life threatening concerns. Ms. Riddell outlined other options that are available to help get care sooner if symptoms are mild. However, for severe symptoms such as chest pain, trouble breathing, stroke symptoms or serious injury, please call 911.

As in the past, respiratory illness spiked during the holidays. Influenza activity is expected to peak through early to mid-January. Provincially, overall respiratory virus indicators remain low, however Influenza activity is very high, with percent positivity exceeding 25%. COVID-19 activity continues to be low and has decreased compared to the previous week. RSV activity is also low and trending downward week over week. Ms. Krywionek provided today's numbers in the hospital – there are six additional Influenza and RSV cases.

Dr. Saad provided some additional clarification with respect to the increase in Influenza. There are a few contributing factors to the high number of cases, first being that the strain mutated before the vaccine was created and therefore is not a perfect match. In addition, we do not have 100% vaccination rates in our community and then as stated previously, we usually see cases spike after holiday celebrations. Dr. Saad noted that having the flu vaccination will still protect against severe illness.

Ms. Krywionek spoke to some corporate-wide community giving campaigns across the organization. The largest contribution came from 4 West at the Met Campus, whose collective efforts significantly supported the overall success of the initiative. Health Records also demonstrated notable engagement through a departmental collection benefiting Drouillard Place. In addition, staff donated dozens of children's winter coats to the Community Support Centre in Belle River, supporting families experiencing financial hardship in our region. These contributions illustrate the organization's continued commitment to community engagement and reinforce the values of compassion and service that guide our work.

A cross-functional working group was established this quarter, bringing together representatives from the Safe Workplace Committee, Patient Relations, Public Affairs, and EIDAR. The purpose of this group was to develop a welcoming, patient-facing communication tool that reinforces our organizational commitment to a safe and respectful environment for both patients and staff. The resulting poster, titled "Everyone Deserves Safety" is designed to be clear, accessible and supportive while communicating the hospital's zero-tolerance stance on violence. The poster directs individuals to the full policy at www.wrh.on.ca/RightsandResponsibilities ensuring transparency and accessibility. This campaign supports our broader organizational focus on staff safety, patient experience, and respectful engagement across all care settings.

5. REPORT FROM SCHULICH:

Dr. Jacobs was unable to attend the meeting.

6. **FINANCIAL PRESENTATION (November 30, 2025, Results):**

Mr. Lanoue reported.

Slide 2 – Financial Results – YTD November 2025

- The net deficit after building amortization is \$19,675,000 which is \$1,153,000 better than budget
- Hospital Margin is negative \$13,918,000 which is \$1,024,000 better than plan

Slide 3 – Significant Variances

Chart indicates expense variances and the offsetting revenue:

- Salaries and Wages remain in surplus of \$736,000
 - % Surplus is unchanged compared to October YTD
- Benefits in a surplus of \$1,972,000 YTD as a result of a WSIB “surplus distribution” of \$1,777,000
- Medical Staff Fees \$3,622,000 deficit
 - \$3,707,000 in offsetting funding (Emergency & NICU Alternate Funding) and patient services revenue for diagnostic services
 - Physicians received retroactive payments for 2024-2025 at 9.95% for which funding was received
- Medical/Surgical Supplies had a surplus of \$540,000, unchanged percentage-wise when compared to October YTD.
 - Surplus in Perioperative program is offset by deficit in Diagnostics primarily in Interventional Radiology
- Drugs \$1,540,000 surplus
- Other Supplies \$1,716,000 deficit – no offsetting revenue
 - Pressure points: contrast media, physician recruitment costs, building and equipment maintenance, patient transportation and legal and consulting

Slide 4 – Sick and Overtime Benchmarks

Metric is Sick/Overtime Hours as a Percentage of Total Worked Hours

For the *month* of November – unionized staff

- Sick Percentage at both Campuses is above the target of 4.8% with Met at 6.4% and Ouellette at 6.5%. Both have *improved* since last month
- Overtime Percentage at Met Campus is below the target 3.9% and Ouellette is 5.6% versus the target of 4.0%. Both have *improved* since last month

Slide 5 – Sick and Overtime Benchmarks

For the *month* of November – non-union staff

- Sick Percentage is 1.3% - below the target of 2.2%
- Overtime Percentage is 0.0% exactly on target

MOVED by Mr. C. Lanoue **SECONDED** by Mr. D. Malian and **CARRIED THAT** the January 8, 2026, Financial Presentation (as of November 30, 2025), be accepted.

7. CONSENT AGENDA:

MOVED by Mr. C. Lanoue, **SECONDED** by Mr. J. Skutovich and **CARRIED** **THAT** the report from the December 22, 2025, Finance/Audit & Resources Committee meeting be accepted.

8. CORRESPONDENCE/PRINTED MATTER:

a) Media Report – FYI only.

9. BOARD MEMBER QUESTIONS, COMMENTS OR NOTICES OF MOTIONS:

None.

10. NEW BUSINESS:

None.

11. DATE OF NEXT REGULAR MEETING:

Thursday, February 5, 2026 - ZOOM

12. ADJOURNMENT:

There being no further business to discuss, it was

MOVED by Ms. L. Staudt, **SECONDED** by Ms. P. France and **CARRIED**

THAT the January 8, 2026 Board of Directors meeting be adjourned at 1720 hours.

Ian McLeod, Chair
Board of Directors

Dawn Sutherland
Recording Secretary